



Town of Waterford, Connecticut, Police Commission Meeting Agenda

Training Room at the Waterford Police Department

8/12/2024 5:00 pm

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Presentation on speed enforcement cameras by Staci Noto of TrafficLogix

Acceptance of minutes: July 8, 2024 Regular Meeting

Correspondence:

- a. Thank you letter from Captain John Perry of the Norwich Police Department
- b. Thank you letter from Chief Michael Macek of the East Lyme Police Department

Traffic Commission Review:

Chief's Report:

- a. K9 Reports for July
- b. Youth Report for July
- c. Investigative Services Report for July
- d. Training Report for July
- e. Support Services Report for July
- f. Patrol Report for July
- g. Animal Control Report for July
- h. Community Engagement Report for July

Old Business:

- a. Recording of Commission Meetings

New Business:

- a. Retail Theft Initiative
- b. Discussion of Survey Results



MINUTES
BOARD OF POLICE COMMISSIONERS
July 8, 2024 at 5:00 p.m.

PRESENT: Commissioner J. Dimmock, Commissioner C. Gamble, Commissioner T. Sheridan

ABSENT: Commissioner R. Brule, Commissioner M. Gelinas

DEPARTMENT: Chief M. Balestracci, LT D. Ferland, LT N. VanOverloop, Traffic Officer M. Devine, Officer M. Sylvestre

CALL TO ORDER AND ESTABLISH A QUORUM:

Commissioner Dimmock called the meeting to order at 5:00 p.m. in the General Meeting Room of the Waterford Police Department. A Quorum was established.

PLEDGE OF ALLEGIANCE

PUBLIC INPUT:

ACCEPTANCE OF MINUTES:

MOTION: Made by Commissioner Gamble and seconded by Commissioner Dimmock to accept the minutes from the June 10, 2024 Regular Meeting. Commissioner Sheridan abstained. Motion passed.

CORRESPONDENCE:

Correspondence was reviewed.

TRAFFIC COMMISSION REVIEW:

Traffic report was received. Commissioner Sheridan noted a line of sight issue at the corner of Seabreeze Drive. Discussion ensued. There was additional discussion regarding beach traffic and the possible need for more speedbumps. Commissioner Sheridan also expressed concern about the presence of unleashed dogs at the beach. Chief will follow up with Rec & Parks regarding unleashed dogs.

CHIEF'S REPORT:

- a. K9 Reports for June
June report was received.
- b. Youth Reports for June
June report was received.
- c. Investigative Services for June
June report was received.
- d. Training Report for June
June report was received.
- e. Support Services Report for June
June report was received.
- f. Patrol Report for June
June report was received.
- g. Animal Control Report for June
June report was received.
- h. Community Engagement Report for June
June report was received.

OLD BUSINESS:

- a. Recording Commission Meetings – The new furniture warped and peeled and was removed to be fixed. The project is moving forward but there has been some delays.
- b. Armed Security Officer position (BOE) – There was a total of five eligible candidates. The Police Department and the Board of Education agreed on hiring the following two:
 - Richard Morgan
 - Michael Masucci

MOTION: Made by Commissioner Sheridan and Seconded by Commissioner Gamble to adjourn the meeting at 5:28 p.m. Motion passed unanimously.

Respectfully submitted by:

A handwritten signature in blue ink that reads "Diane E Driscoll". The signature is written in a cursive, flowing style.

Diane E. Driscoll
Recording Secretary



PATRICK J. DALEY
Chief of Police



CITY OF NORWICH
CONNECTICUT
POLICE DEPARTMENT



70 THAMES STREET
NORWICH, CT 06360
(860) 886-5561

Chief of Police Marc Balestracci
Waterford Police Department
41 Avery Ln
Waterford, CT 06385

Dear Chief Balestracci,

I hope this letter finds you well. On behalf of the City of Norwich and our community, I wanted to extend my heartfelt thanks to you and your department for the invaluable assistance provided during the July 5th fireworks event.

The dedication and professionalism demonstrated by Lieutenant Ferland and Sergeant Avdevich was truly commendable. Their presence ensured a safe and enjoyable event for everyone in attendance. Their expertise and cooperation were instrumental in maintaining order and managing the crowd effectively.

Please convey my gratitude to your officers who joined us. Their willingness to support our community exemplifies the spirit of collaboration and public service that is so vital in ensuring public safety during large-scale events.

We look forward to the possibility of working together again in the future. Thank you once again for your department's outstanding support.

Captain John Perry
Norwich Police Department



Town of East Lyme
Connecticut
Police Department

277 West Main Street, Niantic Connecticut 06357

Michael K. Macek
Chief of Police

Chief of Police, Marc Balestracci
Town of Waterford Police Department
41 Avery Lane
Waterford, CT 06385

Dear Chief Balestracci,

I want to sincerely thank you for your assistance in answering the call for mutual aid officers to the Town of East Lyme for the annual Celebrate East Lyme Day, 2024. As you are aware, countless planning goes into these events with security measures being a top priority.

One of our goals is to maintain a safe environment for the vendors and over 20,000 citizens that attend this event. We could not satisfactorily meet this goal without your assistance. Officer Christian Charron stepped right into his role without hesitation and was very professional.

Again, your support is greatly appreciated by the East Lyme Police Department and the community. I look forward to working with you again in the future.

Respectfully,

A handwritten signature in black ink, appearing to read "Michael K. Macek".

Michael K. Macek
Chief of Police



The Waterford Police Department

Traffic Officer Report

July 2024



SUMMARY OF COMPLAINTS/REQUESTS FOR ASSISTANCE:

There were approximately 25 requests I received during the month of July involving parking issues, line of sight issues traffic safety issues during the month of July. Some of the requests are highlighted below. Officer Diogo assisted with traffic officer duties while I was away during this month. Officer Diogo was able to be onsite to coordinate the recalibration of radars and lasers at the PD when the vendor arrived and assisted with moving the message board signs to multiple locations.

LINE OF SIGHT ISSUES:

- Previous complaint about bushes at the Avery Lane Post Office exit. The bushes have been trimmed.
- Line of sight issue at 1st Ave and Niantic River Road. The area was trimmed by DPW and the sight line has been greatly improved.
- Complaint of a sight line issue at Seabreeze Dr. and Niles Hill. Made contact with one resident who referred me to the owner, but have not been in contact with the owner at this time.

DOT RELATED ISSUES.

- None to report at this time

PARKING COMPLAINTS:

- Zoning forwarded a complaint about a second tractor trailer parking on Devonshire. Reportedly a long haul trucker and is there sporadically. Multiple checks of the area resulted in no contact with this vehicle or operator.
- Parking complaint on 3rd Ave. Complaint that vehicles are parked too close to Niantic River Road on the side that parking is allowed. Vehicles parked in this area have been in compliance with state law.

ENFORCEMENT RELATED COMPLAINTS:

- Two separate complaints regarding people running stop signs at the intersection of Woodlawn Ave and Kestrel Ln. and the intersection of Kingfisher Way and Kestrel Ln. Some time was spent in marked cruiser at beginning of month monitoring the location. Additional time will be spent there and a member of the neighborhood has offered up their driveway to assist.
- Request for a speed sign to be placed on Huntsbrook Rd, prior to the Waterford Country School to combat speeding. I am working with DPW to have a temporary speed radar sign put on one of the sign posts in the area.



The Waterford Police Department

Traffic Officer Report

July 2024



REQUESTS FOR SIGNS OR CHANGE OF ROADWAY FEATURES:

- Parking complaint on East Bishop St. Complainant feels that parking on East Bishop is extremely limited due to parking on one side of street and the side which allows parking, has little space for parking due to large driveways. DPW indicated that changing the parking to the other side of the street would require other changes in the area and would affect plowing and trash collection. It is not recommended at this time.

SPEED TRAFFIC SIGN DEPLOYMENT:

The two solar powered speed signs have remained in place at the below listed locations.

1. Niantic River Rd. in the area of Old Niantic River Rd, facing southbound traffic. The data shows that vehicle traffic during the month of July 2024 was at or below the speed limit approximately 12% of the time. Approximately 75% of the vehicles were traveling between 31 to 40 mph. Leaving the remaining roughly 13% traveling at 41 mph or higher. Similar to the previous month. This posted speed limit for this area is 30 mph and the vehicles are traveling downhill in the area where the speed radar sign is set up. The total traffic count for southbound traffic was 43,569
2. The Willets Ave sign at the old Bank of America building, facing westbound traffic. The data shows that vehicle traffic during the month of July 2024 was at or below the 30 mph speed limit approximately 41% of the time. Vehicles were traveling 31-40 mph approximately 56%. 3% of vehicles were traveling above 41 mph. This posted speed limit for this area is 30 mph and the vehicles are traveling downhill in the area where the speed radar sign is set up. Total traffic count for westbound traffic was 111,228.

SPECIAL EVENTS:

- Received State Highway Use Permit for Terri Brodeur walk
- Received State Highway Use Permit for Jack O'Keefe Road Race
- Processed Highway Use Permit request for Mikes Harley Davidson Gift Run

UPCOMING EVENTS:

- John Kelley half marathon scheduled for August 3, 2024
- Waterford Day Parade scheduled for August 10, 2024



The Waterford Police Department

Traffic Officer Report

July 2024



MESSAGE BOARD DEPLOYMENTS:

Dates	Location	Message
07/01 to present	Walmart	We Put Shoplifters; On Social Media
07/17 to 08/03	Waterford Commons	We Put Shoplifters; On Social Media
07/29 to 8/05	Mago Point	No Wake Zone
08/05 to present	Rt. 156 at Town Hall	Parade Saturday 10:00 am; Expect Road Closures
08/05 to present	Rt. 156 West of Great Neck Rd.	Parade Saturday 10:00 am; Expect Road Closures

Additional Activities:

1. Recertifying Officers on the Intox machine
2. Waterford Day Parade planning meeting
3. Jack Kelley half marathon planning meeting
4. Recertification of radars and lasers

UPCOMING ROAD CONSTRUCTION WITH CLOSURE:

No known large road construction projects are expected in the near future. The paving job on Route 85 north or Cross Road is a work in progress and has had some delays due to weather.

TRAFFIC ENFORCEMENT:

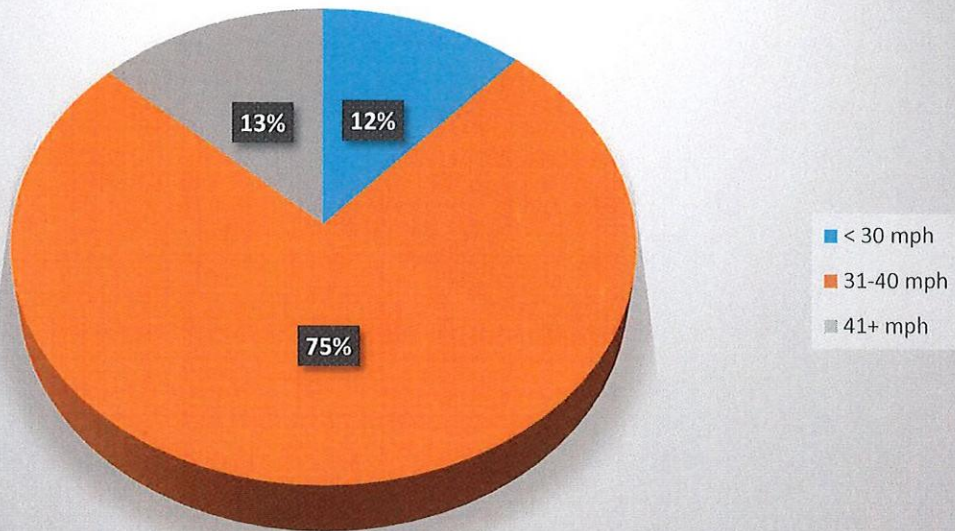
5 infractions
4 written warnings



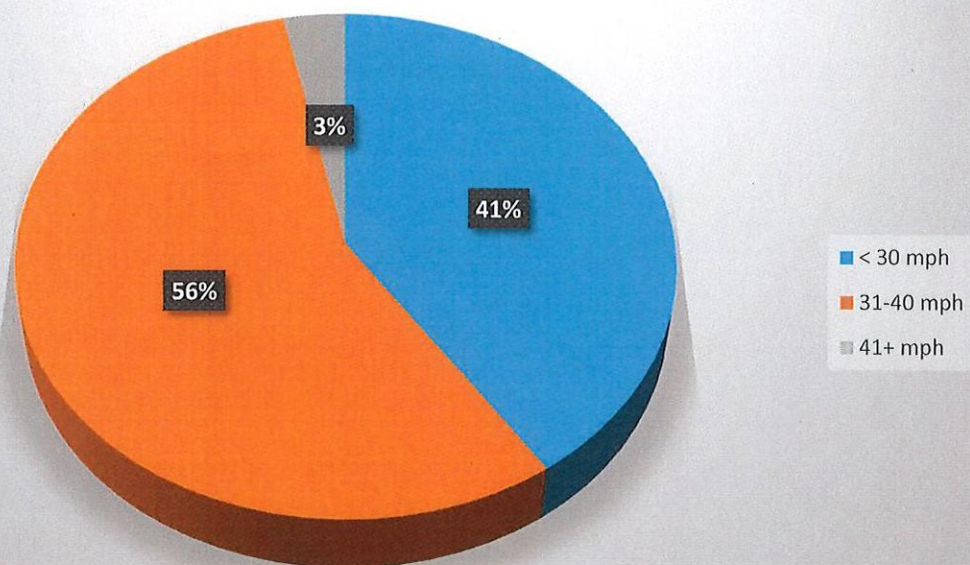
The Waterford Police Department Traffic Officer Report July 2024



Niantic River Rd July 2024



Willets Ave July 2024





THE WATERFORD POLICE DEPARTMENT



K-9 Activity Report

July 2024

K-9 Ozzy

Monthly Uses: 0

2024 Uses: 22

K-9 Tico

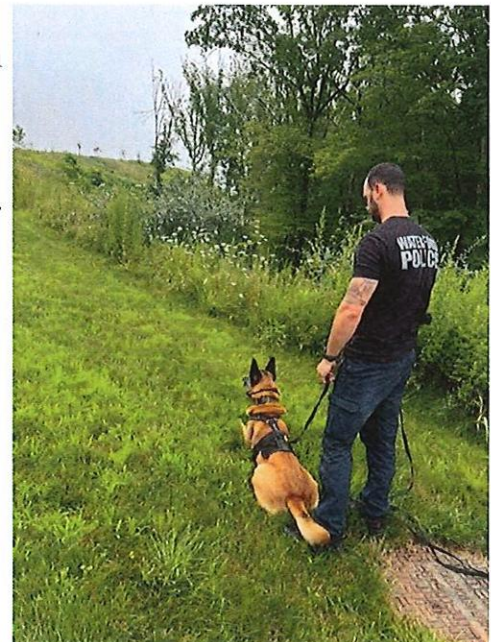
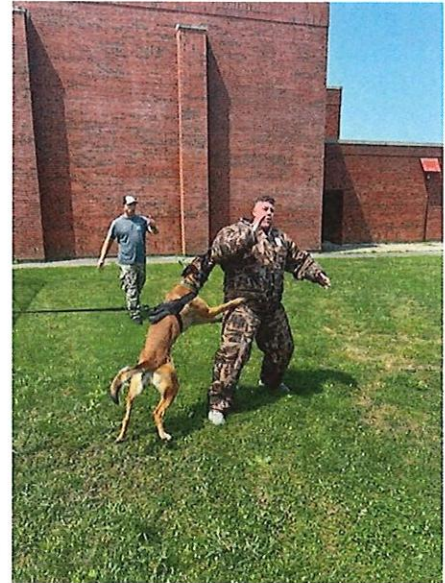
Monthly Uses: 5

2024 Uses: 27

K-9 Usage

Tico

- ♦ K9 Tico and Off. Surdo responded to Norwich to assist for an article search for a possible firearm that was discarded when the suspect fled from a motor vehicle stop.
- ♦ K9 Tico and Off. Surdo responded a second time to search for an armed robbery suspect that assaulted (struck with a pistol) the clerk. The suspect was later located as he rode his bike back to the scene.
- ♦ K9 Tico and Off. Surdo assisted the Groton Town Police Department for an exterior open air sniff of a vehicle that was involved in a violent crime the previous night.
- ♦ On July 15, 2024 Off. Surdo and K9 Tico assisted the midnight shift with a track after the occupants fled from a stolen motor vehicle, which was subsequently located in the driveway of a home on Vauxhall ST Ext. The track took place in the Old Colchester RD / Old Norwich RD area. One of the suspects was ultimately located by Det. Bonkowski running through yards on Wintergreen RD. After a brief foot chase the subject was taken into custody.



Monthly Training

- ♦ Monthly K-9 training was conducted on July 16, 2024 and July 30, 2024 in obedience, tracking, article search, building search, area search, narcotics detections, and apprehension work.



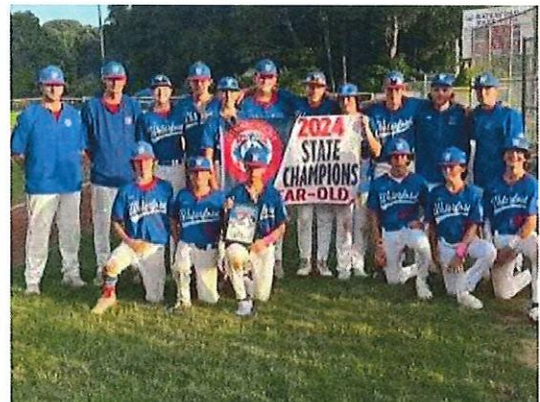
THE WATERFORD POLICE DEPARTMENT

Youth Office Activity Report



July 2024

- ♦ Off. Malbaurn and Off. Lane continue to support the Patrol Division throughout the summer break when dealing with students and juvenile matters.
- ♦ Both Off. Lane and Off. Malbaurn remain in contact with school administrators touching base on any upcoming policy changes within the schools.
- ♦ Off. Malbaurn worked with Principal Moore to discuss/review bullying concerns with a parent who had some concerns about her child.
- ♦ On July 30th Off. Lane assisted with a parent / student meeting to discuss the upcoming school year.
- ♦ During the school break Off. Malbaurn has spent time in July maintaining and repairing the Waterford Police Department's five bicycles which are utilized at various events to include the summer concerts.
- ♦ Off. Lane and Off. Malbaurn collaborated with the patrol division and the Department of Children and Families when dealing with a Waterford Juvenile on a police call for service.

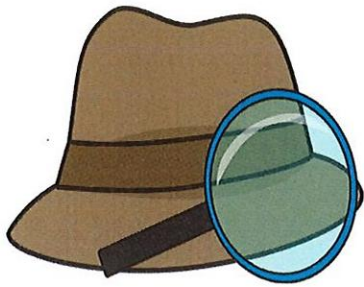


Pictured above is the 14 year old Waterford Babe Ruth State Champion team comprised of CLMS and WHS students.

Month at a Glance

- 0 – Home Visits
- 0– CAD Report
- 0– Case Reports
- 0— Arrests

SRO Lane & SRO Malbaurn continue to meet and talk with students on a daily basis for school, personal, and social related topics in an effort to develop lasting relationships between the department and the youth in our community.



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



July 2024

In the month of July 2024 the Investigative Services Division worked or assisted with 12 investigations.

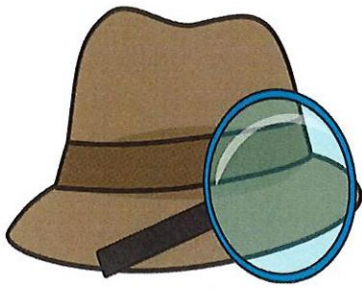
Current Active Investigations (20 Cases):

(These numbers do not include assist's to the Patrol Division)

Homicide—1	Pistol Permits—5
Burglary—1	JV Sex Assault—4
Larceny—2	Violation of Protection Order—1
ID Theft—1	Shots Fired—1
Risk of Injury—1	School Threat—1
Child Pornography—1	Untimely—1

Year to Date Statistical Report

Case Numbers	Search Warrants	Background Checks	Arrests	Sex Assaults	
50	8	4	10	14	
Ex-Parte's	Auto Theft	Burglary	Unattended Deaths	Robbery	
0	0	0	9	0	



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



July 2024

July 2024 Updates:

Investigative Services hosted the Regional Law Enforcement Intelligence sharing meeting for the month. Several local agencies were in attendance.

Sergeant Avdevich attended a week-long Crime Scene Investigation and Forensics class hosted by SIRCHIE and hosted by the Waterford Police Department.

July 2024 Investigations:

Detective Bonkowski was called out to assist the Patrol Division with a serious motor vehicle accident at the intersection of Old Colchester Road and Bloomingdale Road.

Members of Investigative Services conducted surveillance and background work to assist patrol with the identification and apprehension of a local organized retail theft group. Patrol made two arrests and a search warrant was prepared by Detective Bonkowski on one of the suspects mobile devices to assist with this regional large scale investigation.

Detective Bonkowski's search warrant for the Department of Corrections phone records related to a Violation of Protective Order case from June was signed and executed. The suspect in this case had contacted the victim over 800 times. This case remains active.

Detective Carroll investigated a weapons compliance case to ensure that the subject of a Risk protection Order was in compliance with the State Firearms Registry.

Sergeant Avdevich and Detective O'Connell assisted patrol with a Firearms Risk Warrant at a residence in town after the homeowner threatened a contractor with a firearm. The warrant was signed and executed at the address with several firearms and ammunition seized.

Surveillance and other investigative tools were used to investigate a report of narcotics activity at a residence. The complaint was unfounded.

Investigator Zaldivar was called out to assist with a report of shots fired on Old Colchester Road. Evidence was recovered to support the report. The evidence was submitted to the lab and this case remains active.

Detective O'Connell assisted the patrol division with the preparation of a search warrant for cellular records requested by Part B court to assist with an on-going court case.

Investigator Zaldivar investigated a stolen purse case from Target in which the victim's stolen credit cards were used at local retailers. The identity of some of the people involved was obtained as well as a confession from one suspect which assisted with other identifications.

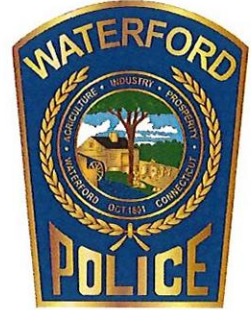
Detective Bonkowski was called out to conduct an investigation into a juvenile sexual assault complaint. Interviews and evidence were recovered to assist with this investigation.

Investigator Zaldivar responded to an untimely death investigation on Vivian Court.

THE WATERFORD POLICE DEPARTMENT



TRAINING REPORT JULY 2024



New Officer Updates

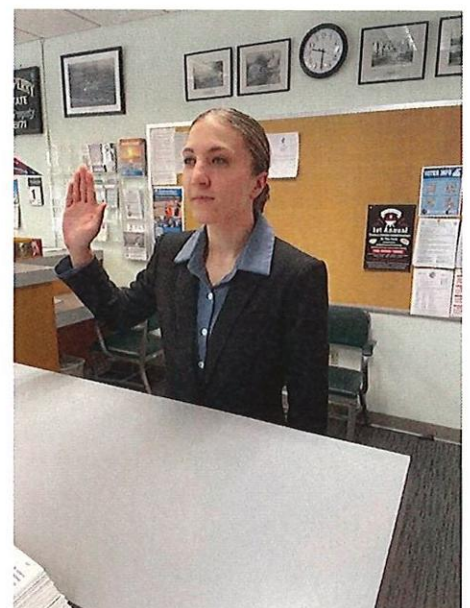
Hiring Process: The Waterford Police Department continues its efforts in recruiting and hiring. Training is continuing with the new hiring process to fill one current vacancy, and one more vacancy in the near future.

Recruit Status: Recruit Dylan Luce and Recruit Tanner Suplita continue their Field Training Program on patrol. Recruit Suplita and Recruit Luce have completed Phase 2, and have started Phase 3. To date their Field Training Officers have reported that they are doing well and are adapting well to our police department.

Recruit Boxley completed her thirteenth week at the City of New Britain Police Department Satellite Basic Recruit Academy.

Recruit Maselli and Recruit Abram were sworn in and started with the department on July 1st to conduct orientation and training prior to the academy. Recruit Maselli and Recruit Abram are scheduled to start the Eastern Regional Police Academy in August.

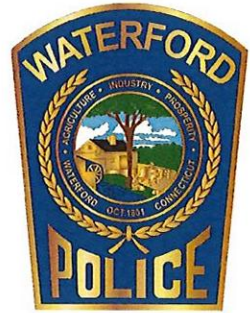
Recruit Jordan was sworn in and started with the department on July 8th to conduct orientation and training prior to starting her field training. Recruit Jordan is a lateral transfer from another police department, therefore skipped the academy and started her abbreviated Field Training shortly after being sworn in.





TRAINING REPORT

JULY 2024



Sergeant Avdevich attended a five-day Evidence Collection & Processing Training hosted by Sirchie. This training covered topics like hands on evidence collection and processing, fingerprint theory, crime scene management and photography, serial number restoration, firearms, ballistics, GSR, alternate light source, and latent print processing powders and chemicals to name a few

The entire department was given a DCF Refresher roll call training. A DCF worker gave a brief training on updates from DCF in regards to their requirements for officers being mandated reporters.

Officer Diogo attended a two week At Scene Traffic Crash and Homicide Investigation training. This is the first of a sequel of accident investigation trainings that allow Officer Diogo to eventually become an accident reconstructionist. Officer Diogo is the newest member of our traffic unit, and will be investigating minor to very serious motor vehicle accidents as part of this assignment.

School Resource Officer Winters attended a week long basic school resource officer training. This training is an in depth training on the overview of the common responsibilities of a school resource officer. Some of the topics covered were mentoring, teaching, creating partnerships, building relationships, and ensuring school safety.

Sergeant Avdevich, Detective Bonkowski, Detective Carroll, and a few other officers hosted felony stop training for some of the newest officers in our agency. The officers were trained on how to safely and efficiently conduct felony stops, as well as how to search a vehicle and how to safely remove subjects from their vehicle.

Officer Arpin, Officer Colkos, and Officer Robinson started the online portion of their Phlebotomy School. The online portion of this training is forty hours, and then afterwards there is a week long in person training. This training is in preparation for when police officers will be required by state law to draw blood during DUI investigations.





Support Services Report

July 2024



Records Activity

FOI Requests	160	19%
Warrants	32	33%
Phone Calls	145	17%
Walk in Assists	139	24%
Background Checks	7	-13%
Protective Orders	46	48%
Officer Tasking Requests	55	6%
Case Erasures	279	-22%
DCF Requests	19	58%
Court Requests	16	-27%
Abstracts	426	48%
Video Requests	16	14%

- * Records staff assisted the Montville Police Department with establishing their fee schedule for FOI requests. This was similar assistance we received from various agencies during our recent schedule updates.
- * Records staff worked with the State of CT Library on the process of scanning and retaining digital records, greatly reducing the need for retaining paper copies for long periods of time
- * The CSOs covered 65 shifts during the month, equating to over 500 hours of shift coverage.
- * Interviews were completed for new CSOs and 2 conditional offers of employment were extended and accepted. Both candidates will proceed through the background investigation process.

CSO Activity

Adult Arrests	20
Juvenile Arrests	0
Firearms Transfers	31
Pistol Permits Issued	3
Walk In Complaints	33

Fingerprints

Pistol Permits	7
Employment	17
Miscellaneous	6
Peddler/Precious Permits	0
Total Fingerprints	30



Patrol Report

Commissioners Activity Report

July 2024



FLOCK Hit: Patrol Response ends Organized Retail Theft Ring

On July 5, 2024 at 1730 hours WPD Dispatch advised patrol of a FLOCK hit on the RTE 1 @ Willetts AVE camera. A black FI50 had been entered into the custom hot list as a vehicle involved in numerous (20+) larcenies throughout Southeastern CT and Rhode Island. Off. Bunce and Off. Winakor responded to the area and located the suspect vehicle in the parking lot of Ollies. Both officers entered the store and the female suspect was detained. After a brief foot chase the male suspect was arrested and taken into custody. Both suspects had been involved in an organized retail theft ring which had targeted business such as Bj's Wholesale Club, Lowes, Tractor Supply, Ollies, and numerous others throughout the region. The male was arraigned in court and held on bond at Corrigan Correctional Facility.



Left and Right are items which were seized as part of a joint investigation (with surrounding agencies) into organized retail theft. The items are associated with the suspects from Waterford PD's arrest.



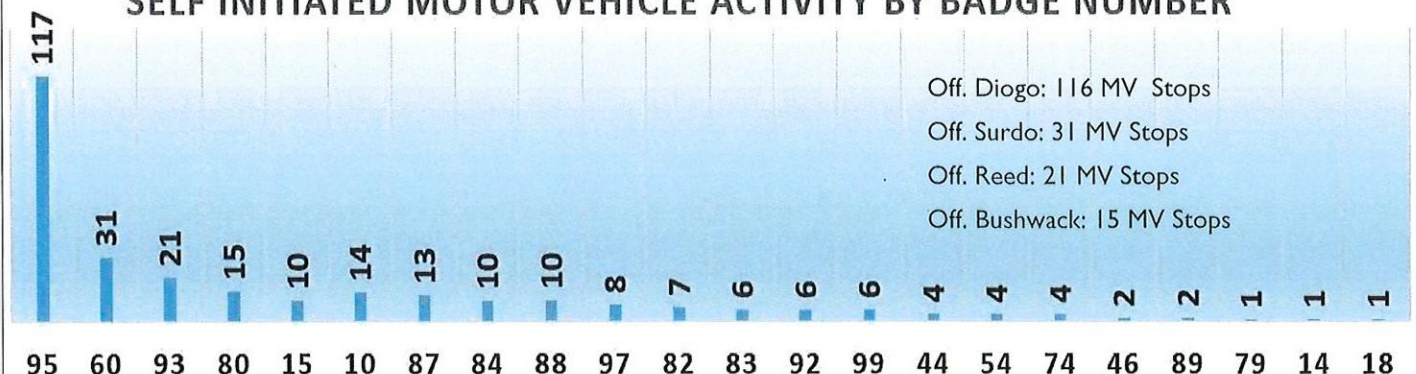
Patrol Calls for Service Monthly Snap Shot:

Total Service Calls	2106
Case Numbers	164
Arrests	70
Juvenile Arrests	0
Larcenies	66
Arrest Warrants	19
Domestic Violence Investigations	14
Traffic Crash	71
DUI Investigations	3
EDP / Welfare Checks	37
School Checks	83
Motor Vehicle Stops	367
Written Warnings	141
Infractions	157
Verbal Warnings	98
Misdemeanor	2

Car Crash Leads to DUI Arrest

On July 2, 2024 Officer Arpin responded to a MVACC w/ serious injuries at the intersections of Bloomingdale RD and Old Colchester RD. It was determined that the vehicle traveling on Bloomingdale RD failed to stop at the stop sign. The vehicle traveling North on Old Colchester then struck the vehicle. Several people were transported to the hospital for treatment of their injuries. Field Sobriety Tests were performed on one of the drivers. That subject was taken into custody for Driving Under the Influence of Drugs/Alcohol and Driving w/ a Suspended Drivers License.

SELF INITIATED MOTOR VEHICLE ACTIVITY BY BADGE NUMBER



**EDP: Suicidal Male Rescued by Responding Officers**

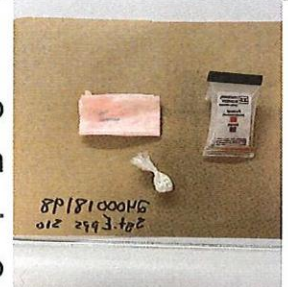
On July 20, 2024 Off. Kryzstofiak, Off. Surdo, and Off. Jordan responded to an address on Wilson AVE for a suicidal male that had taken prescription pills. Upon officers arrival he had a noose around his neck and jumped off a retaining wall into the water (Thames River). Officers quickly jumped into the water and were able to remove the rope, which had tightened, off of the subjects neck. The male was carried out of the water and transported by EMS to Lawrence and Memorial Hospital.

Firearm Displayed Leads to Arrest, Risk Warrant, and Risk Protection Order

On July 12th day shift responded to an address on Vauxhall ST Ext for a threatening incident. It was reported by contractors that had been hired by the Town of Waterford to clean up an easement that the homeowner had threatened them with a firearm while holding an aggressive dog on a leash. Statements were obtained and the suspect was taken into custody. The patrol division then worked with Investigative services to obtain a risk warrant as well as a risk protection order. Numerous firearms were seized from the residence.

Traffic Stop: Leads to Drug Arrest and Recovered Merchandise

On July 12th Sgt. Epps conducted a routine motor vehicle stop on RTE 85 for an equipment violation. One of the occupants in the car had a warrant held by the Ansonia PD for Domestic Violence charges. Numerous items, which were later determined to be stolen from various stores, were observed in plain view. Upon searching the vehicle a quantity of crack cocaine was located inside of the vehicle. The narcotics were seized and later logged into evidence. The stolen merchandise which was also seized was transported back to the Waterford PD.



In the Community Interest





THE WATERFORD POLICE DEPARTMENT

Animal Control Report



July 2024

- ♦ On 7/9/2024 after almost 10 weeks at the animal shelter, the Belgian Malinois captured in April was adopted. Malinois can be very difficult dogs so the ACOs worked with All Bright Canines in Montville on giving her some training and manners before placing her in a suitable home.
- ♦ On 7/12/2024 ACO's utilized traps, nets and kayaks to capture an injured goose at the Waterford duck pond, the goose was taken to a wildlife rehabilitator for help, the bird had a broken leg, most likely from a snapping turtle grabbing it from below.
- ♦ On 7/22/2024 the ACOs responded to a call about a dog who was stuck inside an electric reclining couch. With the assistance of the Waterford Fire Department and their tools, the dog was safely extricated and was unharmed.
- ♦ 07/26/24 and 07/30/24, animal control had to make the decision to euthanize two dogs that continued to show extreme aggression towards humans. Both dogs were found roaming and never claimed by their owners, and presented too much risk and liability to try to safely adopt into the public.



	Waterford	East Lyme
Calls for Service	118	56
After Hour Call Outs	5	5
Tickets Issued	0	1
Warnings Issued	0	0
Dog Bites	2	5
Animals Redeemed	8	2
Animals Adopted	3	4
Animals DOA	1	0
Euthanized	1	1
Total Processed	13	7
Money Taken In	\$187	\$595
Donations	\$27	\$495

"Speaking for those who have no voice"



THE WATERFORD POLICE DEPARTMENT



Community Engagement Report July 2024

Assistance to Youth Officers: Visited Waterford Parks & Rec Summer Playground and Waterford Public School Summer Academy multiple times. Assisted the Patrol Division with checking the Waterford Schools that have ongoing camps and programs. Visited Waterford High School for Hodges to interact with student athletes and administrative staff. Participated in Parks & Rec Summer Playground Touch a Truck.

Community Clean-up: Organized 30 kids from Camp Dash and Camp Cuheca to volunteer to pickup trash along Miner LN. Waterford Youth Services, Waterford Ambulance, Waterford Public Works assisted with the pickup. Organized a pizza party and a K-9 Demo with Hodges, Chase and Percy to reward the kids.

Domestic Violence Follow-ups: Conducted 5 follow-ups with DV victims.



Rotary Club: Attended the first monthly meeting that merged the Waterford and Niantic Clubs.

Interaction with Youth Services: Visited Camp Dash multiple times. Participated in Camp Dash Touch a Truck and Fire Safety Fun Days.

Interaction with Senior Services: Visited Victoria Gardens, Mystic Apple Rehab, and AHEPA Apartments. Attended the Senior Services Ice Cream Social.

K-9 Officer Hodges: Visited Waterford Public Works, New London VCA, and the Waterford IT Department. Attended Waterford Library's Morning Story Time and a Groton Memorial Event for the passing of an ill child. Visited campers at June Norcross Webster Scout Reservation and Camp Courant. Held a Read to Hodges at the Waterford Library.

Officer Wellness: Held an Officer Wellness/Peer Support Meeting with the new Waterford Police Officers. Brought the new Waterford Police Officers to multiple community policing events. Visited New London Superior Court and New London Adult Probation Services for their wellness week. Interacted with families of fallen police officers at Mystic Aquarium for a Connecticut Police Chief's Memorial Event. Organized Waterford Police to participate in the Hartford Yard Goats' First Responder Night. Spoke to officers about the facility K-9 Program at CABLE Peer Support Training.

Mock Traffic Stop Event for Newly Licensed Drivers: Organized event where newly licensed drivers and passengers got to experience a routine traffic stop. The Groton Town Police Department, Groton City Police Department, Montville Police Department, and New London Police Department all participated. Had the CT Chief's Association and CT MADD partner with us for the event.



Waterford Police Department Retail Theft Initiative



In response to the increasing challenges posed by retail theft in our community, the Waterford Police Department is excited to announce the launch of a new initiative aimed at addressing and combating these crimes effectively. We understand that retail theft and associated crimes not only impacts your business' bottom line, but also affects the safety and well-being of your staff and customers.

Why Join Our Initiative?

Our new program is designed to foster collaboration between law enforcement and retail asset protection teams and/or store management. By working together, we can enhance our strategies, share valuable intelligence, and implement targeted measures to reduce theft and improve overall security.

Program Benefits Include:

Shared Intelligence: Gain access to a centralized platform for sharing information, by way of monthly Zoom meetings where we will provide updates on retail theft trends, patterns, and known suspects.

Employee Training: Monthly zoom meetings will feature training sessions covering crucial topics such as counterfeit currency, fraudulent identifications, sleight of hand and distraction scams, writing effective statements, and current Connecticut laws pertaining to larceny and organized retail crimes.

Police Resources:

To further support our collective efforts, we will deploy a range of police resources, including:

- **“Decoy/Ghost” Cars:** Strategically positioned to deter theft-related activities.
- **Increased Business Checks:** Regular walkthroughs of your stores by uniformed personnel to ensure a heightened police presence.
- **Signage and Message Boards:** Deployment of visible signage and message boards to alert potential offenders of increased surveillance and enforcement.
- **Various Other Resources:** Additional tools and resources as needed to address specific concerns or enhance security measures.

We believe that by joining forces, we can create a safer retail environment and significantly reduce the impact of theft on your operations, and we look forward to collaborating with you to achieve these goals.

If your organization is interested in participating in this initiative, please contact Sergeant Patrick Epps at pepps@waterfordct.org or Officer Andrew Reed at areed@waterfordct.org or call (860)442-9451.



SOUTH CENTRAL CHIEFS OF POLICE ASSOCIATION, INC.

675 State Street, New Haven, Connecticut 06511

(203) 946-6072

Fax: (203) 946-6066

August 7, 2024

Dear Chief:

Several months ago, SCCoP distributed a survey on retaining and developing police officers in departments in Connecticut. This survey is part of ongoing research to identify and better understand factors affecting sworn staffing.

Attached are the findings for your review. Please note that SCCoP is planning a second survey of police personnel to learn more about officers' feelings toward the job and what changes would increase their level of satisfaction. It will be requested that the survey be completed anonymously but that respondents provide their honest feelings about their work. This information will be used to supplement the present survey to help create the best possible description of today's workforce and staffing. It is anticipated that the second survey will be distributed in the late summer.

Thank you for your participation in this endeavor. Should questions arise, please contact me.

Sincerely,

Charles W. Sherwood, Sc.D.

Secretary/Treasurer

CWS/db
Enclosure



SOUTH CENTRAL CHIEFS OF POLICE ASSOCIATION, INC.

POLICE DEPARTMENT SWORN OFFICER STAFFING

2024

PURPOSE OF THE RESEARCH

The struggle for police departments to recruit, retain and develop police officers is well known. It is important for chiefs of police to continuously review these challenges to their workforce and to evaluate emerging strategies to address them.

Recognizing this, the South Central Chiefs of Police Association is conducting a study of municipal and university police departments in Connecticut. The purpose of this research is to gather data that would improve understanding of the factors affecting sworn staffing in police departments in Connecticut. The study is being done with the assistance of the Connecticut Police Chiefs Association.

Each department must devise and implement its own comprehensive strategy. There is no single answer to this issue. This study seeks to provide information to assist chiefs in their decision-making.

METHODOLOGY - SURVEYS

Data collection will be performed through four surveys:

Survey 1 (*Ongoing*) – Retention and Career Development. What is the status of police departments in Connecticut being able to retain police officers? What actions have been found to be effective in developing police officers to increase their performance and satisfaction with the job? Are there other strategies that should be considered?

The survey asked for data for the period January 1, 2019- December 31, 2023. The results to date of Survey 1 are presented with this report.

Survey 2 (*Ongoing*) – What are factors affecting the decision to apply to become a police officer?

Survey 3 (*Planning*) – Officers reporting level of satisfaction with their job. What aspects of the job, if changed, would increase their level of satisfaction?

Survey 4 (*Planning*) – Students studying Criminal Justice – What are they seeking in a career? What are their desires, concerns, aspirations? Are there other strategies to attract these students to policing?

The data from the four surveys will be analyzed, both individually and collectively. Additional reports will be provided when the relevant analyses are completed.

FINDINGS – SURVEY 1

Survey 1 was distributed to all departments in the South Central Connecticut Region as well as police departments elsewhere in Connecticut with whom the office has worked closely.

There were 44 surveys distributed. The number of respondents was 32 (72.7%). There were 16 departments from South Central and 16 from other regions. The breakdown of departments responding is provided in Appendix 1.

The size of the departments responding was:

Less Than 40 Police Officers	11
Between 40-75 Police Officers	12
Between 75-150 Police Officers	6
More Than 150 Sworn Officers	3

Resignations and Retirements

Total Police Officer Departures From Responding Departments	859 Officers
Total Resignations (N=32)	447 Officers (52.1%)
Total Retirements (N=32)	412 Officers (47.9%)
Departures Less Than 5 Year Tenure	210 Officers (24.4%)
Departures Between 5-20 Year Tenure	308 Officers (35.9%)
Departures Greater Than 20 Year Tenure	334 Officers (38.9%)
Departures With Tenure Not Provided	7 Officers (.8%)

Most Cited Reasons for Resigning (Rank Order):

- Move to Another Law Enforcement Agency
- Seek Career Outside Law Enforcement
- Family, Personal, Relocating
- Better Retirement Plan
- Leaving Workforce Completely
- Negative Public Image of Policing
- Concern About Health and Wellness
- Seek Better Work-Life Balance

Most Cited Reasons for Retiring (Rank Order):

- Seek Career Outside Law Enforcement
- Move to Another Law Enforcement Agency
- Other Reason

Retention Strategies

The survey presented several strategies that previous reports have suggested may have a positive impact on employee retention (PERF, 2019; PERF, 2023). Participants were asked if they have implemented any of these strategies and, if so, to offer a brief description. The responses are given in descending order, programs with greatest number of positive responses to least positive responses.

- **Employee Assistance** – 29 departments have an EAP in place through the municipality or an outside vendor. The remaining three departments stated that the program was not applicable.
- **Recognition and Reward Systems** – There were 29 departments who reported that they have an award system in place with most having ceremonies to present awards on an annual basis. Many also have an awards committee to recognize officer achievement. There were three departments who said that no formal reward system exists in their department.
- **Officer Input - Meetings With Personnel** – There were 29 departments that reported having regular meetings with staff where workplace issues are discussed. Most also reported an open-door policy for personnel. Officer input is highly encouraged. There were three departments that stated that this strategy was not applicable.
- **Opportunities for Career Development** – Of the respondents, 29 reported having opportunities for career development, including specialized units. The number and type of specialized units was largely correlated with the size of the department. Low staffing is affecting the ability of departments to maintain these specialized units. There were three departments who indicated that this program was not applicable.
- **Officer Health and Wellness Programs** – There were 28 departments that reported having some form of health and wellness program. Some partner with the community to provide enhanced services. Many have peer support teams. Departments also have various arrangements with mental health professionals, workout facilities and other resources that support wellness. There were four respondents who reported that a formal health program was not applicable for their departments.
- **Monetary Incentives** – There were 21 departments who responded that they have offered recent monetary incentives to their officers. This has taken the form of college incentives or tuition reimbursement. Some departments that have defined contribution plans reported strengthening the town's financial match.

Improvements in the form of contractual raises, increased longevity pay, shift differentials or other compensation was reported by nine departments. For some, this was done in addition to the monetary enhancements described above. There were two departments who reported that they were in negotiations with their respective unions for improvements but that an agreement had not been reached.

Retention Strategies (Continued)

- **Mentoring Personnel** - Some departments reported using mentoring strategies for personnel (supervisors trained in mentoring, enhanced FTO programs, programs aimed at career development). There were five who indicated that this program was formally organized and six who stated that this was done more informally. Of the respondents, 21 said that a mentorship program did not apply in their departments.
- **Flexible Work Hours** - There were eight departments who have been able to change the work schedule or who were just finishing negotiations with their unions to bring this about. The object was to improve work time flexibility; however this has proven to be difficult. Options included implementation of 4/2 or 5/3 schedules. Many reported options are limited due to collective bargaining agreement and/or resistance encountered in negotiations. There were 24 departments who stated that this initiative was not applicable.

Officers Hired

Total Police Officers Hired (N=32)	912 officers
Total Lateral Hires (N=30)	211 officers (23.1%)
Total Comparative Hires (N=30)	65 officers (7.1%)
Data Not Provided (N=2)	
Total Hires – Department Providing Full Data (N=30)	629 officers
Total Lateral and Comparative Hires of Departments Providing Full Data	276 officers (43.9%)
Number of Departments Where Lateral and Comparative Hires Exceeded One Half of Total Hires	15
Number of Departments Where Departures Exceeded Hires	8

CONCLUSION – FUTURE DIRECTIONS

Summary of Findings

The data for this survey reveals that 52.1% of sworn personnel who left the department during 2019-2023 resigned and 47.9% retired.

Further, 24.4% of personnel who left had less than five years of service with their department and 35.9% had five to twenty years of service. It seems likely that a substantial number of officers from that group also resigned.

The most cited reasons for departing a police department whether through resignation or through retirement were to move to another law enforcement agency or to change careers.

Departments in this sample have implemented several different approaches as described in national reports to help retain officers. These efforts have met with varying degrees of success. The most difficult initiatives to implement have been formal mentoring programs and establishing a more flexible work schedule.

Of the 32 departments responding, 30 provided data on the number of lateral and comparative hires for their departments. The number of lateral and comparative hires comprised 43.4% of total hires.

There were 15 departments where lateral and comparative hires exceeded one half of total hires. In eight departments, the number of departing officers exceeded the number of officers hired for the five-year period.

Implications

It seems apparent that maintaining an adequate sworn workforce remains a considerable challenge for many police departments in the state. These retention issues, when combined with the myriad of recruitment issues that departments are facing, are likely to make staffing a critical issue for the foreseeable future.

What are the most frequently used practices to improve retention and career development? Police departments in this sample reported implementing several practices that larger surveys have found to be promising, including employee assistance programs, wellness programs and recognition and reward systems. Ongoing meetings with personnel to monitor workplace issues and personnel feelings also has widespread usage. These practices show promise for improving retention.

Police departments in this sample have also used various specialized units to enhance service and increase officer career development. Among these are canine units, school resource officer, regional task forces and specialized investigative units. The number and type of units are dependent on the size of the department and the nature of the community's criminal activity and service needs. The ability to assign personnel to a specialized unit is dependent on overall organizational staffing.

All departments in the sample reported improving their monetary packages for sworn officers or to be in negotiations to that end. Contractual raises, longevity pay, shift differentials, college incentives and retirement enhancements were all reported. It appears likely that these incentives will have to be continued.

Two retention strategies found to be most difficult to implement were mentoring programs and flexible work hours. Effective mentoring by first line supervisors may be especially important to help retain officers.

Only 25% of respondents indicated that they have been able to bring about some type of schedule modification to increase work time flexibility. The reason for lack of progress in this area is often reluctance to modify the labor contract.

Some of the most concerning findings are related to the hiring of officers. This survey provides evidence that departments continue to struggle to maintain adequate sworn staffing and that lateral or comparative officers are increasingly being relied upon for staffing. There were 15 departments that indicated that lateral or comparative officers made up most of their hires for the five-year period.

Eight departments, or one quarter of the sample, reported that the number of officers who left their departments exceeded the number of officers who were hired. Despite continuing efforts to recruit new officers, they have less sworn staff in 2023 than in 2019. Moving forward, this trajectory will likely become unsustainable.

Exit Interviews

There are two appendices to this report. Appendix 1 is a breakdown of departments in the State of Connecticut who responded to the present survey.

Appendix 2 offers sample questions for use in an exit interview. These questions were recently published by the Society of Human Resource Management. Exit interviews provide an opportunity to gain feedback from officers leaving your department and to gather insights on culture, training and recruitment strategies. They are included in this report as a resource for departments.

Future Research

Survey 2 - As stated earlier, SCCoP is conducting a second survey of applicants for the police officer position. Each person who is present at the written examination states the factors that most influenced his or her decision to apply to become a police officer. The data for this year will be compiled and analyzed for distribution in 2025.

Survey 3 – The survey for job satisfaction and job design will be completed in late Summer. It is anticipated that it will be distributed soon thereafter. Again, this survey will be completed anonymously.

Among the questions that the survey will help answer:

- Why are officers making the decisions that they are making regarding employment and workplace?
- Which of these factors are specific to police? Which are found in the larger workforce?
- What aspects of the police job were satisfying? What aspects were not satisfying?
- Are there ideas for how the police job can be redesigned?

Survey 4 – The office is working with area colleges and universities to survey new students about their feelings on becoming a police officer. If this moves forward, we hope to gain information on the following questions:

--What are young people seeking in work?

--Based on this information, what are the most promising strategies to attract members of this group?

APPENDIX 1 - RESPONDING DEPARTMENTS

South Central Region

Ansonia	Naugatuck
Clinton	New Haven
Derby	North Branford
Guilford	North Haven
Hamden	Orange
Madison	Seymour
Meriden	Wallingford
Milford	Woodbridge

Fairfield-Western Regions

Danbury
Fairfield
New Canaan
New Milford
Newtown
Redding
Watertown
Wolcott

Capital Region

Avon
Bristol
Coventry
Hartford
Plainville
West Hartford

Eastern Region

Ledyard
Waterford

APPENDIX 2 – EXIT INTERVIEW QUESTIONS

The questions below are examples of questions that can be asked during an exit interview.

- What factors contributed to your decision to leave?
- Is there anything that could have been done to prevent you from leaving?
- What is one thing that you would change in the department to make it a better place to work?
- How did you learn about the opening for your new position?
- What specific aspects of your new job did you find appealing?
- How satisfied were you with your experience with this department?
- Was the training that you received of sufficient quality for you to perform well?
- What did you most like about the department? What did you like the least?
- Would you consider returning to the department in the future?
- Would you recommend a friend or family member to work in the department?
- Were you and your supervisor able to work together effectively?
- Did you receive timely feedback from your supervisor?
- Please describe your feelings about the overall management style of the department.